



New Horizons



Exploring New Horizons

**Connie K. DeWitte
Deputy Assistant Secretary
of the Navy (Safety)
8 April 2003**



New Horizons
~~Looking outward -~~
DASN (Safety)
Horizons



- **DASN (Safety) Office**
- **Safety and Occupational Health Personnel**
- **Department of the Navy - Navy and Marine Corps**



New Horizons
~~Looking outward -~~
DASN (Safety)
Horizons



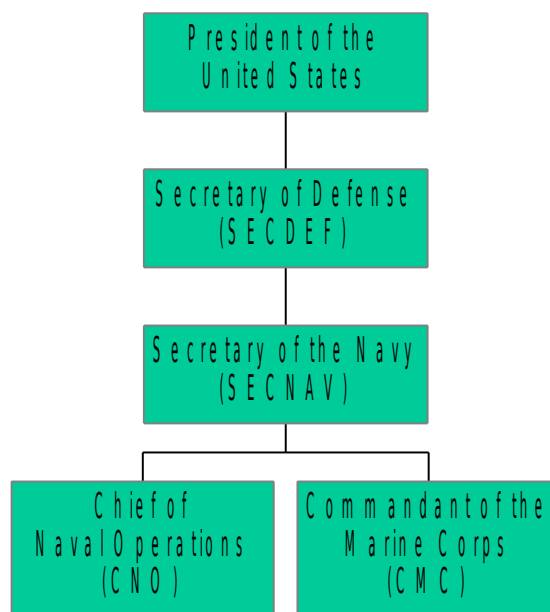
- **DASN (Safety) Office**
- Safety and Occupational Health Personnel
- Department of the Navy - Navy and Marine Corps



New Horizons



Department of the Navy Framework





New Horizons

SECNAV's Top Priorities 2003 Strategic Guidance

- **Train, Deter, Fight and Win Nation's Battles**
- **Emphasize Quality of Service**
- **Advance Technology and Sustain Robust S&T Effort**
- **Business Practices**



New Horizons

Balancing Priorities SECDEF, SECNAV, CNO, CMC

- **Different words, but agreement on readiness, people, transformation**
- **CNO - safety especially underpins current readiness and quality of service**
- **CMC - sustain unique Marine Corps culture and core values**



New Horizons

**DASN (Safety)
Vision**



***“Mission First, Safety
Always
-- All Day, Every Day!”***



New Horizons

DASN (Safety) Mission

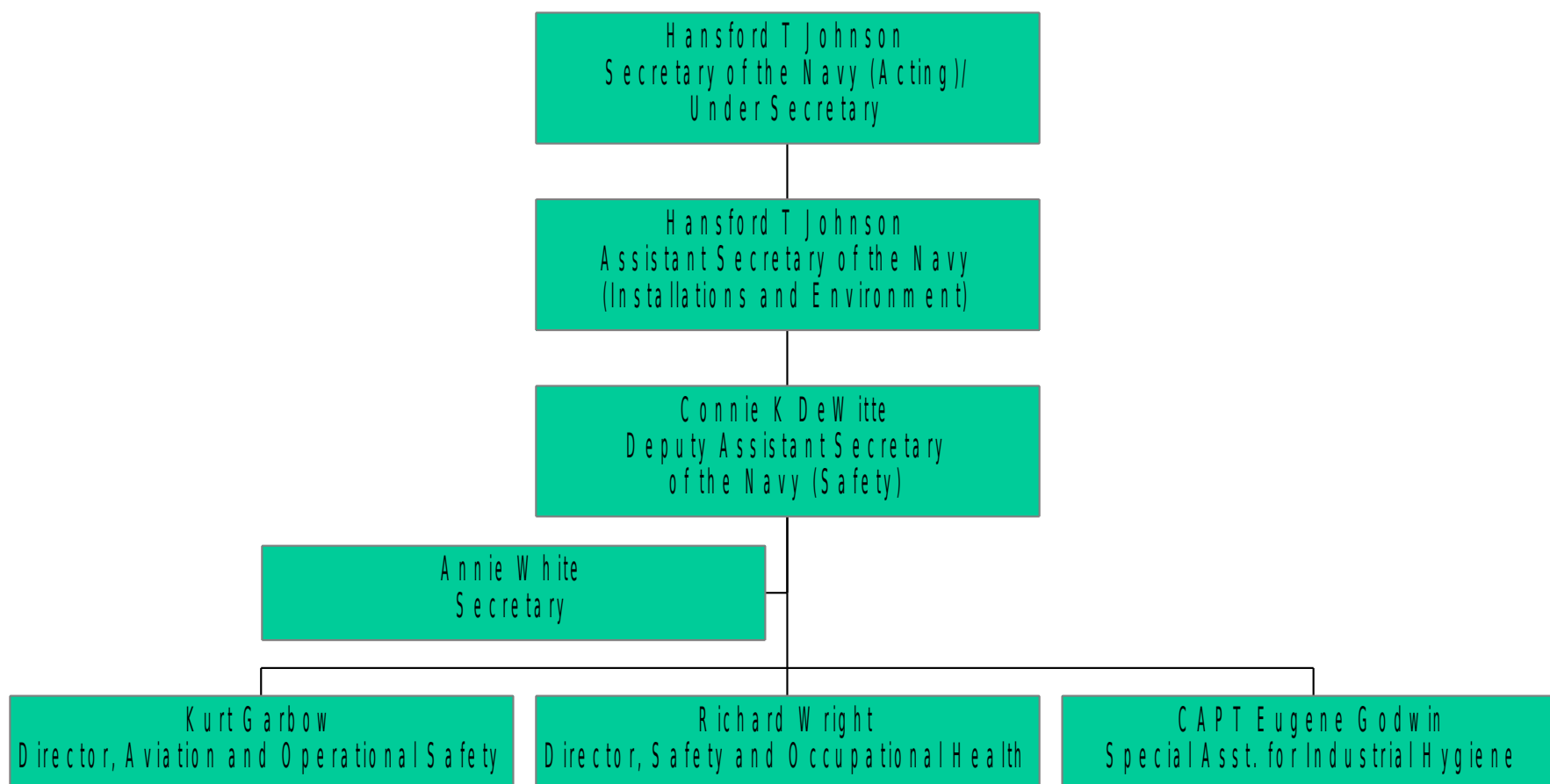
**Policy, oversight,
advocacy, and strategy
for Department of the Navy
safety, occupational health,
and fire protection**



New Horizons



DASN (Safety) Office





New Horizons

DASN (Safety) Responsibilities

- **Advise and represent SECNAV**
- **Congress, other Military Departments, and organizations**
- **Coordinate with OSD, CNO, and CMC**
- **Maximize readiness by preserving the safety and health of our Sailors and Marines.**
- **Navy and Marine Corps safety champion**
- **Advocate for safety resources**
- **Advocate safety in acquisition**



New Horizons

DASN (Safety) Responsibilities



- **Strengthen foundation of Naval safety**
- **Facilitate senior leadership involvement in safety**
- **DON safety civilian career leader**
- **Increase career opportunities and development**
- **Maximize safety technology**
- **Timely hazard and trend information**
- **Effective metrics**



New Horizons ~~Sample DASN(S)~~ Safety Initiatives



- **Military Flight Operations Quality Assurance to DoD**
- **NPGS Aviation Safety Research Study**
- **Introduced Fleet Man Overboard Indicator**
- **Funding STARLIGHT© Data Mining Software Demos**
- **Funding NOSSA NDI initiative; ordnance sensors**
- **Plant seeds for future - in planning documents, MILCON hearings, \$5M DoD Motor Vehicle Safety Demo Program**
- **Safety in SECNAV speeches**
- **Attend two-star planning and programming boards**
- **Site visits with ASN(I&E) on reducing Lost Days**



New Horizons ~~Sample DASN(S)~~ Safety Initiatives



- **DOD restructuring “Lost time due to injuries website” to UIC chain of command format**
- **DOD FECA and DON HR for effective web-based workers comp management tool (= FECAMIS)**
- **NAVFAC to ensure Fire and Emergency Services are coordinated, integrated and equipped for new threats**
- **DoD Employee Work Safe Demo Programs funding**
- **Center for Naval Analysis studies with CNO**
- **High visibility quarterly SECNAV safety reports to SECDEF**



New Horizons
~~Looking outward -~~
DASN (Safety)
Horizons



- DASN (Safety) Office
- **Safety and Occupational Health Personnel**
- Department of the Navy - Navy and Marine Corps



New Horizons **Framework - DON Workforce Crisis**



- **Nearly half (48%) of DON civilian workforce left in past 12 years (most of any service)**
- **Skipped a generation of recruiting efforts**
 - **workers were under 46 yrs old in 1988, now older**
 - **acute at mid-level**
 - **pipeline drying up**
- **Changing workforce**
 - **smaller**
 - **broader responsibilities**
 - **changing competencies**



New Horizons



Who are DON Safety Personnel?

- **Safety and occupational health managers/ specialists/ technicians, aviation safety officers, industrial hygienists, other occupational health personnel, and more**
- **Military and civilian**
- **Full time and collateral duty**
- **Career and current assignment**



New Horizons

Start with DON Civilian Safety Community

- **A program for safety & occupational health professionals
(GS-018, 019, potentially 803, 690, others?)**
 - **Selection and recruitment**
 - **Professional development & criteria**
 - **Provide career opportunity & retain**
- **Potential for centralized resources**
- **Uniqueness of Navy and Marine Corps and together what makes sense**



New Horizons



Why a DON Safety Community?

- **President's Management Agenda - Initiative #1: Strategic Management of Human Capital**
- **Strong safety serves the Navy and Marine Corps people and mission**
- **You deserve it, and it's a worthy legacy**



New Horizons **Formulating the DON Safety Community**

- **Set goals and framework**
 - **going from red to green**
- **Status, objective, delta**
- **Resources**



New Horizons



First steps

- **GS-018 data call to assess current situation**
- **Skills Net to identify skills needed**
- **Assess current resources**



New Horizons

DON SOH

GS-018 Data Call

- **71% are mid-grade GS-018-11 or 12**
- **37% eligible for retirement within next 5 years**
- **29% intend to retire within next 5 years**
- **50% intend to retire within next 10 years**



New Horizons

DON SOH

GS-018 Data Call

- **Some GS 5/7/9s can move up, but will still be short 200 GS-018-11s**
- **Activities intend to replace at least 94%**
- **Few activities have used intern, co-op, work-study 15%**
- **45% interested in using intern, co-op, work study**



New Horizons

DON SOH

GS-018 Data Call

- **84% GS-018 and 019s responded**
- **20% undermanned based on stated needs**
- **10% of safety offices have contractor support**



New Horizons

DON SOH

GS-018 Bottom Line



- **We stand to lose**
 - **one-third of our mid-grade safety managers in the next 5 years**
 - **one-half in the next 10 years**
- **No pool of upward mobility personnel or new accessions to replace them**
- **Safety community program is critical**



New Horizons

Skills Net



- **CNO (N1 Personnel) initiative to define and identify competencies (technical and leadership/management)**
- **Already using for military personnel**
- **Safety, test civilian community**



New Horizons

Current Assets



- **Prior experience and study**
 - **NAVOSH Quality Council**
 - **former Navy intern program**
 - **interested people**
- **New safety communities**
 - **Marine Corps first**
 - **N1 a year later**
 - **DASN(S) and NAVSAFECEN**
- **Sister services have mature programs including safety intern**



New Horizons



Current Needs

- **SOH Community Plan**
 - **Recruit, develop, retain SOH personnel**
 - **Total program could include: retirees, interns, contractors, certification, requirements, long-term training, resulting in incentives for FERS employees to stay**
 - **Funding/ resources support**
- **Responsive to both Navy and Marine Corps safety communities**
- **Safety Civilian Community Planning Board**



New Horizons
~~Looking outward -~~
DASN (Safety)
Horizons



- DASN (Safety) Office
- Safety and Occupational Health Personnel
- **Department of the Navy - Navy and Marine Corps**



New Horizons

DON Safety Task Force



- **SECNAV Task Force**
- **Met late FY02 and early FY03**
 - **Issues for reporting chains**
 - **Separate follow-on actions**
 - **Senior leaders to address structure**
- **Roadmap for safety**



New Horizons **DON Safety Task Force**



- **Funding**
 - **Business case**
- **Private Motor Vehicle**
 - **Click It or Ticket**
 - **Marine Corps national lead**
 - **Metric shows it works**
- **Metrics**
 - **Useful to commanders**
 - **CNA to answer what made a difference**



New Horizons

DON Safety Task Force



- **Safety data**
 - **Useful analytical information**
 - **WESS I and II**
- **Safety in acquisition**
 - **State what we want, not how to do**
 - **Establish performance-based requirement early**



New Horizons

DON Safety Task Force

- **Private sector perspective**
 - **National Safety Council review of DoD**
 - **DON leadership safety policy and safety exec**
 - **Align systems**
- **Public sector perspective**
 - **Complimentary, including OSHA**



SECDEF and
New Horizons

SECNAV



Leadership for Safety

- **Reduce civilian lost days due to injuries**
 - **DoD cross-functional effort with safety benefits**
 - **Results -- Marine Corps doing very well! Navy steady with COP improvement**
 - **Military metrics coming**
- **SECNAV is DON Chief of Safety**
- **Annual DON Safety Recognition Ceremony**
 - **First, Nov 02 SECNAV, CNO, ACMC**
 - **Second, Sep 03**
 - **Ship, Aviation, Shore - Navy and Marine Corps**



New Horizons



Secretary and Mrs. England's Legacy

- **Generous personal cash gift to Navy League**
 - **Additional corporate financial support**
- **Two perpetual safety awards**
 - **Admiral Vern Clark Safety Award**
 - **General James Jones Safety Award**
- **About \$1000 annually each award plus plaque to individual or group that furthers the safety culture of Navy and Marine Corps respectively**